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A/RES/45/239
8 February 1991

Forty-fifth session
Agenda item 126

RESOLUTIONS ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/45/898)]

45/239. Personnel questions

A

Composition of the Secretariat

The General Assembly,

I

Recalling Articles 97, 100 and 101 of the Charter of the United Nations,

Reaffirming its resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 41/213 of 19 December 1986, 42/220 A of 21 December 1987, 43/224 A of 21 December 1988 and 44/185 A of 19 December 1989,

Recognizing the importance of maintaining a qualified, independent and geographically balanced international civil service,

Having considered the report of the Secretary-General on the composition of the Secretariat 1/ and the relevant sections of the analytical report of the Secretary-General on the implementation of General Assembly resolution 41/213, 2/

Noting with appreciation the progress made in reducing the number of Member States that are unrepresented or underrepresented in the Secretariat,

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1/ A/45/541.

2/ A/45/226.



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Recognizing that matters related to the representation of Member States in the Secretariat are dealt with on a country basis,

Noting the positive results of national competitive examinations for posts at the P-1 and P-2 levels and the intention of the Secretary-General to introduce national competitive examinations for posts at the P-3 level in two occupational groups,

Noting also the continued efforts made to fill posts in organizational units with high vacancy rates, particularly in the regional commissions,

Noting further that there are limited opportunities for promotion in some occupational groups in the Secretariat,

Bearing in mind the views on personnel questions expressed by Member States in the Fifth Committee during the forty-fifth session, 3/

1. Reiterates its full support for the Secretary-General as the chief administrative officer of the Organization, and underlines its full respect for his prerogatives and responsibilities under the Charter of the United Nations;

2. Requests the Secretary-General to strengthen the role and emphasize the authority of the Office of Human Resources Management of the Secretariat in accordance with recommendation 41 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations; 4/

3. Reaffirms, in accordance with the Charter, that the paramount consideration in the appointment, promotion, granting or reviewing of permanent contracts and career development of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity, and that this consideration is fully compatible with the principle of equitable geographical distribution;

4. Urges the Secretary-General, whenever making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges;

5. Notes that the existing practice of holding national competitive examinations is a useful tool for recruitment, inter alia, from unrepresented and underrepresented Member States, and requests the Secretary-General to expedite the recruitment of candidates successful in national competitive examinations with a

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3/ See A/C.5/45/SR.15, 16, 19, 22, 24-28 and 51, and corrigendum.

4/ See Official Records of the General Assembly, Forty-first Session, Supplement No. 49 (A/41/49).

view to filling all posts committed to each examination with the shortest possible delay;

6. Requests the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat;

7. Also requests the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons, and not to extend, as a rule, the service of under-secretaries-general and assistant secretaries-general for a period exceeding ten years, in accordance with recommendation 54 of the Group of High-level Intergovernmental Experts; 4/

8. Reaffirms that no post should be considered the exclusive preserve of any Member State or group of States, and accordingly requests the Secretary-General, when making appointments to high-level and policy-formulating posts, to give equal opportunity to all Member States through the announcement of such posts to the extent possible, with due regard to the principles of the highest standards of efficiency, competence and integrity and of equitable geographical distribution, bearing in mind that appointments are to be made at the discretion of the Secretary-General against specific selection criteria in accordance with Article 101 of the Charter;

9. Requests the Secretary-General to continue his efforts aimed at improving the composition of the Secretariat by ensuring a broad and equitable geographical distribution of staff in the Professional and higher categories in all main departments and offices, bearing in mind that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity, and to report thereon to the General Assembly at its forty-seventh session;

10. Also requests the Secretary-General to consider measures in order to ensure, to the extent possible, the representation of the main legal systems in the Secretariat, where appropriate;

11. Further requests the Secretary-General, in order to ensure that equal opportunity is given to internal and external candidates, to take appropriate measures for the timely distribution of vacancy announcements to all Member States;

12. Requests the Secretary-General, with respect to the recruitment, transfer and promotion of staff for placement in the regional commissions, to make every effort to encourage equitable representation of all Member States in the regional commissions, in order to reduce the high vacancy rates;

13. Also requests the Secretary-General to include in the report on the composition of the Secretariat to be submitted to the General Assembly at its

forty-seventh session statistical tables indicating the nationality of staff serving in posts financed from extrabudgetary resources in the Secretariat;*

14. Further requests the Secretary-General to include in future reports on the composition of the Secretariat statistical tables broken down by the current groupings of Member States as well as tables in alphabetical order and to continue to produce tables showing the representation of developing and other countries in posts subject to geographical distribution;

15. Requests the Secretary-General to submit to the General Assembly at its forty-sixth session a report on the implementation of a competitive examination for posts at the P-3 level in two occupational groups;

16. Also requests the Secretary-General to pursue efforts towards the establishment of a comprehensive career development system for all categories of staff, bearing in mind the need to secure the highest standards of competence, efficiency and integrity and to promote mobility, and to report on this system to the General Assembly at its forty-seventh session;

17. Further requests the Secretary-General to continue efforts to develop further and refine classification and evaluation systems and promotion procedures as an integral part of the vacancy management system, taking into account, inter alia, concepts of career ladders and linked grades, in consultation with the International Civil Service Commission, as appropriate, and to report thereon to the General Assembly at its forty-seventh session;

18. Reiterates its request to the Secretary-General to submit to the General Assembly, at its forty-sixth session, a report on the issues mentioned in paragraph 8 of its resolution 44/185 A;

19. Urges the Secretary-General to strengthen the training and retraining capabilities of the Secretariat at all duty stations, and requests him to submit a report to the General Assembly at its forty-seventh session on efforts to implement training programmes in the areas of language training, electronic data processing training, basic supervisory training and the upgrading of the professional knowledge of staff in substantive areas in conformity with recommendation 58 of the Group of High-level Intergovernmental Experts; 4/

20. Requests the Secretary-General to continue the review of staff-management activities and of the cost of staff representation in order to establish a more coherent, transparent and cost-effective framework for staff-management activities and to report thereon to the General Assembly at its forty-sixth session;

21. Also requests the Secretary-General to submit, in the context of all future programme budgets, specific information concerning expenditures relating to staff union activities, including staffing costs;

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* This is understood not to include United Nations organs that have delegated authority in matters of appointment of the staff.

22. Further requests the Secretary-General, within the framework of staff-management consultations, to stress the need to solve outstanding issues through regular channels so as to ensure the functioning of the Organization;

II

Having considered the report of the Secretary-General on secondment from government service, 5/

Recalling Articles 100 and 101 of the Charter of the United Nations,

Recognizing that there are differences inherent in the secondment of staff from government service to the United Nations and secondment between agencies of the United Nations common system,

Noting the uncertain status of many staff members made available to the United Nations by their respective Governments under current secondment procedures vis-à-vis their re-employment rights as government civil servants,

Taking into account the views expressed by Member States during the debate concerning secondment from government service at its forty-fifth session,

1. Affirms that secondment is not in conflict with Articles 100 and 101 of the Charter of the United Nations;

2. Reaffirms that secondment of staff from government service to the Secretariat can be beneficial to both the United Nations and Member States;

3. Endorses the basic approach of the Secretary-General regarding secondment as set out in his report, and requests him to review the procedures for future secondment from government service, taking into account the legitimate interests of the Organization and of the government service and the individual concerned, and to submit appropriate amendments to the Staff Regulations to the General Assembly at its forty-sixth session;

4. Meanwhile requests the Secretary-General to deal with individual contracts on the basis of the approach described in paragraph 15 of his report, without prejudice to the rights of individuals as staff members of the Organization;

5. Invites Member States to continue to honour their obligations vis-à-vis their nationals made available to the United Nations under the current secondment procedures until their status is ascertained;

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5/ A/C.5/45/12.

III

1. Requests the Secretary-General to exercise flexibility in the application of the desirable ranges in individual recruitment cases keeping in view all parts of the present resolution;

2. Also requests the Secretary-General to submit a report to the General Assembly at its forty-sixth session in the light of section III, paragraph 2, of General Assembly resolution 42/220 A on alternative options for desirable ranges, which was to have been considered at the forty-fifth session, and therefore resolves to decide this matter on a priority basis at the forty-sixth session of the Assembly;

3. Further requests the Secretary-General to include in the report referred to in paragraph 2 above other possible methodological ways for the distribution of posts subject to geographical distribution among Member States.

72nd plenary meeting
21 December 1990

B

Administration of justice in the Secretariat

The General Assembly,

Reaffirming the importance of a just and efficient internal justice system in the Secretariat,

Recalling its resolutions 42/220 B of 21 December 1987, 43/224 B of 21 December 1988 and 44/185 B of 19 December 1989,

Having considered the report of the Secretary-General on the administration of justice in the Secretariat 6/ and the related report of the Advisory Committee on Administrative and Budgetary Questions, 7/

1. Recognizes the considerable progress achieved in the area of the administration of justice in the Secretariat, in particular the efficient functioning of the Headquarters Joint Appeals Board and the promulgation of a fully revised set of disciplinary rules;

2. Requests the Secretary-General to continue with reforms in the administration of justice in the Secretariat in accordance with resolution 44/185 B and to establish by 1991 an effective system for informal settlements of staff grievances as well as a well-functioning disciplinary system;

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6/ A/C.5/45/11.

7/ A/45/806.

3. Also requests the Secretary-General to undertake a study of the overall system of administration of justice taking into account the concrete suggestions for improvement of the system, inter alia, those regarding the establishment of an office of ombudsman and the functioning of the United Nations Administrative Tribunal, the Committee on Applications for Review of Administrative Tribunal Judgements and the Panel on Discrimination and Other Grievances made by Member States during the forty-fifth session of the General Assembly and to report thereon to the Assembly at its forty-seventh session.

72nd plenary meeting
21 December 1990

C

Improvement of the status of women in the Secretariat

The General Assembly,

Reaffirming that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs,

Recalling Articles 97, 100 and 101 of the Charter of the United Nations,

Recalling its resolution 2715 (XXV) of 15 December 1970, in which it first addressed the question of the employment of women in the Professional category, and all relevant resolutions that have continued to focus on this area since then, particularly its resolution 40/258 B of 18 December 1985, in which it welcomed the action programme to improve the status of women in the Secretariat for 1985-1990,

Noting with satisfaction that the question of the improvement of the status of women in the secretariats of the United Nations system continues to be a standing item on the agenda of the Administrative Committee on Co-ordination,

Taking account of the relevant part of the report of the International Civil Service Commission, 8/

Taking note of the report of the Secretary-General on the improvement of the status of women in the Secretariat 9/ and section II.G of the report of the Secretary-General on the composition of the Secretariat, 1/

Noting with concern that, although there has been a slight increase in the percentage of women in the Secretariat, women fill only 7.1 per cent of posts at the D-1 level and above,

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8/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 and addendum (A/45/30 and Add.1), chap. VIII.

9/ A/45/548.

Reaffirming that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibility for administrative, budgetary and personnel matters, including, inter alia, the issue of representation of women in the Secretariat,

1. Reiterates its full support for the Secretary-General as the chief administrative officer of the Organization and his prerogatives and responsibilities under the Charter of the United Nations;

2. Urges the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, particularly in senior policy-level and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible to 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution;

3. Also urges the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995;

4. Reiterates its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above;

5. Requests the Secretary-General to make every effort to increase the representation of women from those countries with a low representation of women;

6. Also requests the Secretary-General, in accordance with General Assembly resolution 44/185 C of 19 December 1989, to develop an action programme for the advancement of women in the Secretariat for the period 1991-1995, incorporating as necessary the unfulfilled points of the 1985-1990 action programme and to report thereon to the Assembly at its forty-sixth session;

7. Further requests the Secretary-General to include in the action programme for the advancement of women in the Secretariat for the period 1991-1995: (a) a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Organization; (b) proposed measures to overcome the underrepresentation of women from certain Member States; and (c) a detailed programme of activities, including monitoring procedures and a timetable for their completion;

8. Requests the Secretary-General to maintain the existing Secretariat machinery and to consider the adequacy of the existing machinery to implement the action programme, taking account of the work-loads in the relevant offices, and to report thereon when submitting the action programme for the period 1991-1995;

9. Requests Member States to continue to support the efforts of the United Nations, the specialized agencies and related organizations to increase the participation of women in the Professional category and above by, inter alia, nominating more women candidates, especially for senior policy-level and decision-making posts, by encouraging women to apply for vacant posts and by creating national rosters of women candidates to be shared with the Secretariat, specialized agencies and related organizations.

72nd plenary meeting
21 December 1990

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A/RES/45/240
8 February 1991

Forty-fifth session
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RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/45/898)]

45/240. Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations

The General Assembly,

Recalling that, under Article 100 of the Charter of the United Nations, each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities,

Also recalling that, under Article 105 of the Charter, all officials of the Organization shall enjoy in the territory of each of its Member States such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization,

Further recalling the Convention on the Privileges and Immunities of the United Nations, 1/ the Convention on the Privileges and Immunities of the Specialized Agencies, 2/ the Agreement on the Privileges and Immunities of the International Atomic Energy Agency and the United Nations Development Programme Standard Basic Assistance Agreements,

Stressing that respect for the privileges and immunities of officials of the United Nations and the specialized agencies is becoming even more imperative owing

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1/ Resolution 22 A (I).

2/ Resolution 179 (II).

to the growing number of assignments entrusted to the organizations of the United Nations system by the member States,

Recalling its resolution 76 (I) of 7 December 1946, in which it approved the granting of the privileges and immunities referred to in articles V and VII of the Convention on the Privileges and Immunities of the United Nations to all members of the staff of the United Nations, with the exception of those who are recruited locally and are assigned to hourly rates,

Also recalling its resolution 43/173 of 9 December 1988, to which is annexed the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment, including the principle that all persons under arrest or detention shall be provided whenever necessary with medical care and treatment,

Reiterating the obligation of all officials of the Organization in the conduct of their duties to observe fully both the laws and regulations of Member States and their duties and responsibilities to the Organization,

Affirming that persistent obstruction of the exercise of the duties of United Nations officials constitutes an obstacle to the implementation of the mission entrusted by the member States to the organizations of the United Nations system and may affect programme delivery,

Mindful of the responsibilities of the Secretary-General to safeguard the functional immunity of all United Nations officials,

Mindful also of the importance in this respect of the provision by Member States of adequate and immediate information concerning the arrest and detention of staff members and, more particularly, their granting of access to them,

Bearing in mind the considerations of the Secretary-General to guarantee appropriate standards of justice and due process to United Nations officials,

Reaffirming its previous resolutions on this subject,

1. Takes note with grave concern of the report of the Secretary-General, 3/ submitted on behalf of the Administrative Committee on Co-ordination, and of the developments indicated therein, in particular the significant number of new cases of arrest and detention;

2. Deplores the increase in the number of cases where the functioning, safety and well-being of officials have been placed in jeopardy;

3. Also deplores the disregard for Article 105 of the Charter of the United Nations displayed by some Member States;

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3/ A/C.5/45/10 and Corr.1.

4. Calls upon all Member States scrupulously to respect the privileges and immunities enjoyed by officials of the United Nations and the specialized agencies and related organizations and to refrain from any acts that would impede such officials in the performance of their functions, thereby seriously affecting the proper functioning of the organizations;

5. Urges Member States and others responsible for the illegal detention of United Nations staff members to release them immediately;

6. Calls upon the Secretary-General to use all such means as are available to him to bring about an expeditious solution of the cases still pending, which were referred to in his report;

7. Urges the Secretary-General to give priority to the prompt follow-up of cases of arrest, detention and other possible matters relating to the security and proper functioning of officials of the United Nations and the specialized agencies and related organizations;

8. Calls upon those Member States holding under arrest or detention officials of the United Nations and the specialized agencies and related organizations to enable the Secretary-General or the executive head of the organization concerned to exercise fully the right of functional protection inherent in the relevant multilateral conventions and bilateral agreements, particularly with respect to immediate access to detained staff members;

9. Calls upon all Member States to take the necessary measures in order to promote knowledge of and compliance with the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment, including the principle that all persons under arrest or detention shall be provided whenever necessary with medical care and treatment;

10. Affirms that, in providing medical assistance, the use of independent medical teams should be considered;

11. Calls upon the staff of the United Nations and the specialized agencies and related organizations to comply fully with the provisions of Article 100 of the Charter and with the obligations resulting from the Staff Regulations and Rules of the United Nations, in particular regulation 1.8, and from the equivalent provisions governing the staff of the other agencies;

12. Takes note with concern of the restrictions on duty travel of officials as indicated in the report of the Secretary-General;

13. Also takes note with concern of the information contained in the report of the Secretary-General related to taxation on salaries and emoluments, and requests the Member States concerned and the Secretary-General to agree urgently on the appropriate action to be taken;

14. Calls upon all Member States otherwise impeding officials of the United Nations and the specialized agencies and related organizations in the proper

discharge of their duties to review the cases and to co-ordinate their efforts with the Secretary-General or the executive head of the organization concerned to resolve each case with all due speed;

15. Calls upon the Secretary-General, as chief administrative officer of the United Nations, to continue personally to act as the focal point in promoting and ensuring the observance of the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations by using all such means as are available to him;

16. Urges all Member States that have not yet become parties to the existing international legal instruments covering the question of privileges and immunities of officials, in particular to the Convention on the Privileges and Immunities of the United Nations 1/ and the Convention on the Privileges and Immunities of the Specialized Agencies, 2/ to do so promptly;

17. Welcomes the advisory opinion of 15 December 1989 of the International Court of Justice on the applicability of article VI, section 22, of the Convention on the Privileges and Immunities of the United Nations 4/ that this section is applicable to persons other than United Nations officials to whom a mission has been entrusted by the Organization and who are therefore entitled to enjoy the privileges and immunities provided for in that section with a view to the independent exercise of their function;

18. Requests the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to review and appraise the measures already taken to enhance the proper functioning, safety and protection of international civil servants;

19. Also requests the Secretary-General, in compiling the information for incorporation into the reports on privileges and immunities of officials submitted on behalf of the Administrative Committee on Co-ordination, to include, to the extent possible, the views of the Member States.

72nd plenary meeting
21 December 1990

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4/ Applicability of Article VI, Section 22, of the Convention on the Privileges and Immunities of the United Nations, Advisory Opinion, I.C.J. Reports 1989, p. 177.

UNITED
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22 January 1991

Forty-fifth session
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RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/45/889)]

45/241. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered the sixteenth annual report of the International Civil Service Commission 1/ and other related reports, 2/

I

1. Reaffirms the central role of the International Civil Service Commission in the regulation and co-ordination of conditions of service, including pensionable remuneration of all graded and ungraded staff, of the United Nations common system;

2. Endorses the efforts of the Commission to maintain the integrity and unity of those conditions of service in order to strengthen the effectiveness of common system activities and to ensure equity of treatment of all staff;

3. Reiterates its request to the Secretary-General and to the executive heads of the organizations of the common system to make every effort to absorb in 1991 and thereafter a significant portion of any additional costs arising in respect of the regular budgets of all the organizations as a result of the

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1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 and addendum (A/45/30 and Add.1).

2/ Ibid., Supplement No. 9 (A/45/9); and A/45/7/Add.7, A/C.5/45/23, A/C.5/45/24 and A/C.5/45/43.

comprehensive review of the conditions of service of staff in the Professional and higher categories;

II

Recalling section VIII of its resolution 42/221 of 21 December 1987, section II of its resolution 43/226 of 21 December 1988, and section II of its resolution 44/198 of 21 December 1989,

Taking note of the decisions and conclusions of the International Civil Service Commission with respect to the modification of its working methods and the format of its annual reports,

Welcoming the renewed participation of the staff representatives in the work of the Commission,

1. Reaffirms the independence and impartiality of the International Civil Service Commission in the performance of its functions, as envisaged in article 6 of its statute;

2. Expresses its satisfaction with the establishment of a more active dialogue between the Commission and representatives of organizations and of staff, inter alia, through tripartite working groups;

3. Requests the Commission to continue to seek improvements in the format of its report, with a view to enhancing its clarity and making it more comprehensible;

4. Requests the Secretary-General and his colleagues in the Administrative Committee on Co-ordination, in preparing the report on the review of the functioning of the Commission in accordance with section II, paragraph 1, of resolution 44/198, to recommend alternative measures to improve the functioning of the Commission;

III

Noting with concern that it has again not been possible for the International Civil Service Commission to recommend the introduction of a revised remuneration structure for staff in the Professional and higher categories that would result in greater transparency and simplicity in the concepts and administration of the remuneration system,

Noting the intention of the Commission to review and evaluate the proposed procedures for the treatment of housing in the light of the experience gained,

1. Urges the International Civil Service Commission to continue its examination of the remuneration structure, in particular concerning the treatment of housing, and to report its findings to the General Assembly, as appropriate, taking into account the views expressed by Member States in the Fifth Committee;

2. Takes note of the recommendations of the Commission with regard to the treatment of housing, as contained in paragraph 95 of its report; 1/

3. Requests the Commission, as a matter of urgency, to continue to take measures to improve the measurement of the housing element in the remuneration package;

4. Also requests the Commission to establish a pilot project designed to simulate the operation of the proposals of the Commission in a limited number of duty stations in the field where valid housing comparisons are difficult or impossible, on the understanding that housing will remain within the post adjustment system in the mean time, and to report on the experience gained with that project to the General Assembly at its forty-sixth session;

5. Further requests the Commission to examine experience gained with the functioning of the current rental subsidy scheme for headquarters duty stations and to review its proposals for a revised rental subsidy scheme, contained in paragraph 95 (b) (iv) and (viii) of its report, 1/ taking into account views expressed by Member States in the Fifth Committee on the need to improve the rental subsidy scheme, without losing sight of the purpose of the scheme of facilitating the resettlement of new staff members and of encouraging mobility within the common system, and to submit its conclusions and recommendations on the subject to the General Assembly at its forty-sixth session;

6. Decides to introduce, with effect from 1 January 1991, as a provisional arrangement, a revision to the current rental subsidy scheme at headquarters locations that provides for reimbursement over a seven-year period at the rate of 80 per cent for the first four years and 60 per cent, 40 per cent and 20 per cent, respectively, for the three years thereafter;

IV

Taking note of the compilation of the overview of common system allowances and those of the comparator civil service, as contained in annex VII to the report of the International Civil Service Commission, 1/ and the decisions of the Commission thereon,

1. Urges the International Civil Service Commission to make the utmost effort to complete its review of dependency allowances and its study on expatriate entitlements granted to staff living in their home countries and to report thereon to the General Assembly at its forty-sixth session;

2. Invites the Commission to update the comparative overview of allowances on a regular basis;

V

Taking note of the decisions and recommendations of the International Civil Service Commission with respect to the conditions of service of staff at the Assistant Secretary-General and Under-Secretary-General and equivalent levels, as contained in paragraph 124 (b) of its report, 1/

Requests the International Civil Service Commission to reconsider, in a comprehensive manner, the remuneration of staff of organizations of the United Nations common system at the Assistant Secretary-General and Under-Secretary-General and equivalent levels, taking into account, inter alia, the remuneration levels of equivalent positions in the comparator civil service, representation and other allowances, housing arrangements and pensionable remuneration levels, and to report thereon to the General Assembly at its forty-sixth session;

VI

Recalling the importance of ensuring that the governing bodies of the specialized agencies take common positions with regard to matters of concern for the United Nations common system,

Concerned by the continuing practice of some organizations to grant additional steps beyond the salary scale approved by the General Assembly,

Noting that the World Intellectual Property Organization has revised its rules in respect of an additional step in the salary scale of the Professional and higher categories,

1. Urges the governing bodies of the International Labour Organisation and the World Health Organization to take the necessary measures to bring their salary scales into line with those of the other organizations of the common system, as recommended by the International Civil Service Commission;

2. Invites the Commission, with regard to its recommendation on non-pensionable cash awards to reward merit, to continue its review of performance evaluation systems in all organizations of the common system, with a view to ensuring that such systems are objective and transparent and can provide a sound basis for decisions on the proposed cash awards, as well as on within-grade increments and promotions, as indicated in section I.F, paragraph 3, of resolution 44/198;

3. Urges Member States to ensure that their representatives in the meetings of the governing bodies of the organizations of the common system are informed of the positions taken by the Commission and the General Assembly in respect of conditions of employment in the common system;

4. Takes note of the recommendations being made by the Commission to the executive heads, as contained in paragraph 235 of its report; 1/

VII

Recalling that in section I, paragraph 2, of its resolution 40/244 of 18 December 1985, it approved a range of 110 to 120, with a desirable mid-point of 115, for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service, on the understanding that the margin would be maintained around the desirable mid-point over a period of time,

Recalling also that in section I.C, paragraph 5, of its resolution 44/198, it requested the International Civil Service Commission to monitor the annual net remuneration margin over the five-year period beginning in the calendar year 1990 with a view to ensuring, to the extent possible, that by the end of that period the average of the successive annual margins is around the desirable mid-point of 115,

Taking note of the recommendations of the Commission, as contained in paragraphs 188 and 189 of its report, 1/

Noting the views expressed by Member States in the Fifth Committee,

Noting also the possibility of a freeze of post adjustment in 1991 for duty stations throughout the United Nations common system, as mentioned in the statement by the Administrative Committee on Co-ordination, 3/

Requests the International Civil Service Commission to continue to monitor the evolution of the margin and also the impact of the potential changes in the United States federal civil service pay levels, as a result of the implementation of the Federal Employees Pay Comparability Act of 1990, and to submit recommendations to the General Assembly at its forty-sixth session, with a view to avoiding a prolonged freeze of post adjustment within the five-year period from the calendar year 1990;

VIII

Recalling section I.H, paragraph 1, of its resolution 44/198, by which it approved the establishment of a floor net salary scale for staff in the Professional and higher categories, with effect from 1 July 1990, by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service,

1. Approves, with effect from 1 March 1991, the revised scale of gross and net salaries for staff in the Professional and higher categories contained in annex I to the present resolution and the consequential amendment to the Staff Regulations of the United Nations, as reflected in annex II to the present resolution;

2. Reiterates its request to the International Civil Service Commission to report to the General Assembly at its forty-seventh session on the operation of the mobility and hardship allowance and, in particular, on the evolution of the mobility and hardship allowance in reference to equivalent allowances granted by the comparator and in relation to the base/floor salary itself;

IX

Taking note of the decisions of the International Civil Service Commission with regard to the practice of some Member States of making supplementary payments

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3/ A/C.5/45/43, annex.

or deductions with respect to their nationals and, in particular, the affirmation by the Commission that such arrangements are unnecessary, inappropriate and undesirable, and are inconsistent with the staff regulations of the organizations of the United Nations common system,

Concerned that some Member States have yet to respond to the requests of the Chairman of the Commission for information on this issue and, in this context, that insufficient progress has been made in taking measures to discontinue these practices,

1. Notes the efforts of some Member States to reduce these practices, and encourages other Member States to take similar measures;

2. Invites those Member States that have not yet responded to the requests of the Chairman of the International Civil Service Commission for information, to do so;

3. Requests the Secretary-General of the United Nations and the executive heads of the other organizations of the common system to take such measures and make such proposals as they consider appropriate in order to end such practices;

4. Requests the Commission to study the practice of supplementary payments and deductions and to propose measures to resolve this problem;

X

Noting the intention of the International Civil Service Commission to conduct a study of the process for setting education grant levels and to report thereon to the General Assembly at its forty-sixth session,

Approves the changes to the maximum admissible levels of expenses incurred under the education grant in five currencies, as contained in paragraph 251 of the report of the International Civil Service Commission; 1/

XI

Recalling its resolutions 41/207 of 11 December 1986, 42/221, 43/226 and 44/198, in which it drew the attention of the organizations of the United Nations common system to the recommendations of the International Civil Service Commission with respect to special measures for the recruitment of women, the need for organizations to submit proposals to the Commission for removing obstacles to equality in promotion prospects, and the importance of providing information on measures taken and results achieved in improving the status of women in both the Professional and higher categories and the General Service and related categories in the secretariats of the organizations,

Concerned at the slow and uneven progress made in these areas,

Invites the International Civil Service Commission, working together with the organizations of the common system and with the staff representatives, to examine specific and practical steps to translate the recommendations and requests recalled in the present section into action and to report thereon to the General Assembly at its forty-seventh session;

XII

Recalling articles 13 and 14 of the statute of the International Civil Service Commission, under which it is empowered to make recommendations on classification and other aspects of personnel policy,

1. Requests the International Civil Service Commission to resume its active consideration of these substantive areas;

2. Also requests the Commission, in elaborating common personnel practices, to study, among other questions, the practice of inter-agency secondment and transfer, the feasibility of creating common staff rosters along occupational lines and the consistent system-wide application of the Master Standard for classification;

XIII

Recalling article 12 of the statute of the International Civil Service Commission and article III of the Staff Regulations of the United Nations,

Noting the action taken on the recommendations of the Commission in respect of the survey of best prevailing conditions as regards the General Service staff in New York in October 1989,

Concerned that this action could establish an undesirable precedent for similar survey exercises throughout the United Nations common system in the future,

Appreciative of the broader managerial considerations involved,

1. Notes the application of the salary scale of the General Service category in New York that was put into effect as of 1 October 1989, and decides that this scale should not constitute a precedent for future salary surveys;

2. Requests the Secretary-General to adjust the salaries of the General Service category in New York to levels consistent with best prevailing rates of remuneration as determined by the International Civil Service Commission in accordance with its mandate so that there is no disparity by the time of the next survey;

3. Also requests the Secretary-General to submit to the General Assembly at its forty-seventh session a report on procedures, whereby the Secretary-General and other executive heads could take measures regarding salary scales of the General Service category at variance with recommendations of the Commission, only after consultations with appropriate intergovernmental bodies and the Commission;

4. Notes that the Commission will review in 1991 the methodology for the conduct of salary surveys of the General Service and related categories at headquarters duty stations, and requests the Commission to submit a report thereon to the General Assembly at its forty-seventh session;

XIV

Recalling that the work programme of the Joint Inspection Unit includes a study on the question of grade overlap between the Professional and higher categories and other categories of staff in the United Nations common system,

Requests the International Civil Service Commission, in view of the above study, to consider the relativities between the terms and conditions of service of staff in the Professional and higher categories and those in other categories, as well as the broader question of the recruitment and retention of staff.

72nd plenary meeting
21 December 1990

ANNEX I

SALARY SCALE FOR THE PROFESSIONAL AND HIGHER CATEGORIES a/

Annual gross salaries and net equivalents after application of staff assessment
effective 1 March 1991

(In United States dollars)

| Level | Steps I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Under-Secretary-General | | | | | | | | | | | | | | | |
| USG Gross | 128 659 | | | | | | | | | | | | | | |
| Net D | 76 702 | | | | | | | | | | | | | | |
| Net S | 68 853 | | | | | | | | | | | | | | |
| Assistant Secretary-General | | | | | | | | | | | | | | | |
| ASG Gross | 116 442 | | | | | | | | | | | | | | |
| Net D | 70 350 | | | | | | | | | | | | | | |
| Net S | 63 600 | | | | | | | | | | | | | | |
| Director | | | | | | | | | | | | | | | |
| D-2 Gross | 94 478 | 96 644 | 98 809 | 100 993 | 103 200 | 105 407 | | | | | | | | | |
| Net D | 58 873 | 60 021 | 61 169 | 62 316 | 63 464 | 64 612 | | | | | | | | | |
| Net S | 53 995 | 54 990 | 55 983 | 56 957 | 57 906 | 58 855 | | | | | | | | | |
| Principal Officer | | | | | | | | | | | | | | | |
| D-1 Gross | 83 047 | 84 902 | 86 756 | 88 610 | 90 465 | 92 319 | 94 173 | 96 028 | 97 882 | | | | | | |
| Net D | 52 815 | 53 798 | 54 781 | 55 763 | 56 746 | 57 729 | 58 712 | 59 695 | 60 677 | | | | | | |
| Net S | 48 749 | 49 600 | 50 451 | 51 302 | 52 153 | 53 004 | 53 855 | 54 707 | 55 558 | | | | | | |
| Senior Officer | | | | | | | | | | | | | | | |
| P-5 Gross | 72 782 | 74 429 | 76 076 | 77 723 | 79 370 | 81 036 | 82 714 | 84 392 | 86 070 | 87 748 | 89 426 | 91 104 | 92 782 | | |
| Net D | 47 302 | 48 192 | 49 081 | 49 971 | 50 860 | 51 749 | 52 639 | 53 528 | 54 417 | 55 307 | 56 196 | 57 085 | 57 975 | | |
| Net S | 43 784 | 44 598 | 45 412 | 46 225 | 47 039 | 47 826 | 48 596 | 49 366 | 50 136 | 50 906 | 51 677 | 52 447 | 53 217 | | |
| First Officer | | | | | | | | | | | | | | | |
| P-4 Gross | 59 277 | 60 854 | 62 431 | 64 008 | 65 596 | 67 202 | 68 808 | 70 414 | 72 020 | 73 626 | 75 232 | 76 839 | 78 445 | 80 052 | 81 688 |
| Net D | 39 952 | 40 820 | 41 687 | 42 554 | 43 422 | 44 289 | 45 156 | 46 024 | 46 891 | 47 758 | 48 625 | 49 493 | 50 360 | 51 227 | 52 095 |
| Net S | 37 101 | 37 884 | 38 666 | 39 448 | 40 234 | 41 028 | 41 821 | 42 615 | 43 408 | 44 201 | 44 995 | 45 788 | 46 582 | 47 374 | 48 125 |
| Second Officer | | | | | | | | | | | | | | | |
| P-3 Gross | 47 890 | 49 320 | 50 749 | 52 179 | 53 608 | 55 039 | 56 521 | 58 002 | 59 483 | 60 965 | 62 446 | 63 928 | 65 417 | 66 926 | 68 435 |
| Net D | 33 547 | 34 362 | 35 177 | 35 992 | 36 807 | 37 621 | 38 436 | 39 251 | 40 066 | 40 881 | 41 695 | 42 510 | 43 325 | 44 140 | 44 955 |
| Net S | 31 325 | 32 060 | 32 795 | 33 530 | 34 265 | 34 999 | 35 734 | 36 469 | 37 204 | 37 939 | 38 673 | 39 408 | 40 146 | 40 891 | 41 637 |
| Associate Officer | | | | | | | | | | | | | | | |
| P-2 Gross | 38 075 | 39 311 | 40 546 | 41 781 | 43 016 | 44 251 | 45 503 | 46 781 | 48 060 | 49 338 | 50 617 | 51 895 | | | |
| Net D | 27 814 | 28 543 | 29 272 | 30 001 | 30 729 | 31 458 | 32 187 | 32 915 | 33 644 | 34 373 | 35 101 | 35 830 | | | |
| Net S | 26 101 | 26 768 | 27 435 | 28 102 | 28 769 | 29 436 | 30 099 | 30 755 | 31 413 | 32 070 | 32 727 | 33 384 | | | |
| Assistant Officer | | | | | | | | | | | | | | | |
| P-1 Gross | 28 521 | 29 633 | 30 769 | 31 917 | 33 065 | 34 214 | 35 374 | 36 561 | 37 748 | 38 935 | | | | | |
| Net D | 22 018 | 22 719 | 23 419 | 24 120 | 24 820 | 25 520 | 26 221 | 26 921 | 27 621 | 28 322 | | | | | |
| Net S | 20 776 | 21 422 | 22 066 | 22 710 | 23 354 | 23 999 | 24 642 | 25 283 | 25 924 | 26 565 | | | | | |

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

a/ This scale represents the result of a consolidation of five multiplier points of post adjustment into net base salary. There will be consequential adjustments in the post adjustment indices and multipliers at all duty stations, effective 1 March 1991. Thereafter, changes in post adjustment classifications will be effected on the basis of the movements of the newly consolidated post adjustment indices.

ANNEX II

Amendment to the Staff Regulations of the United Nations

Regulation 3.3

Replace the table under assessment in subparagraph (b) (i) by the following tables:

Assessment

(In percentages)

| Total assessable payments (United States dollars) | Staff assessment rates for purposes of pensionable remuneration and pensions |
|---|---|
| First $15 000 per year | 4 |
| Next $10 000 per year | 20 |
| Next $10 000 per year | 25 |
| Next $20 000 per year | 29 |
| Next $20 000 per year | 32 |
| Next $20 000 per year | 35 |
| Next $30 000 per year | 37 |
| Remaining assessable payments | 39 |

| Total assessable payments (United States dollars) | Staff assessment rates used in conjunction with gross base salaries and the gross amounts of separation payments | |
|---|---|---|
| | Staff member with a dependent spouse or a dependent child | Staff member with neither a dependent spouse nor a dependent child |
| First $15 000 per year | 13.0 | 17.5 |
| Next $ 5 000 per year | 31.0 | 34.3 |
| Next $ 5 000 per year | 34.0 | 38.6 |
| Next $ 5 000 per year | 37.0 | 41.9 |
| Next $ 5 000 per year | 39.0 | 43.9 |
| Next $10 000 per year | 41.0 | 46.0 |
| Next $10 000 per year | 43.0 | 48.6 |
| Next $10 000 per year | 45.0 | 50.4 |
| Next $15 000 per year | 46.0 | 50.6 |
| Next $20 000 per year | 47.0 | 54.1 |
| Remaining assessable payments | 48.0 | 57.0 |

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UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/45/242
22 January 1991

Forty-fifth session
Agenda item 128

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/45/880)]

45/242. United Nations pension system

The General Assembly,

Recalling its resolution 44/199 of 21 December 1989,

Having considered the report of the United Nations Joint Staff Pension Board for 1990 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund, 1/ chapter III of the report of the International Civil Service Commission, 2/ the report of the Secretary-General on the investments of the Fund, 3/ and the related report of the Advisory Committee on Administrative and Budgetary Questions, 4/

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1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 9 (A/45/9).

2/ Ibid., Supplement No. 30 and addendum (A/45/30 and Add.1).

3/ A/C.5/45/7.

4/ A/45/699.

I

PENSIONABLE REMUNERATION OF STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

Recalling its request in section I, paragraph 6, of its resolution 41/208 of 11 December 1986 to the International Civil Service Commission to undertake, in full co-operation with the United Nations Joint Staff Pension Board, a further comprehensive review of the methodology for the determination of the scale of pensionable remuneration of staff in the Professional and higher categories, for monitoring the level of the scale and for its adjustment between comprehensive reviews, and to submit its recommendations thereon to the General Assembly at its forty-fifth session,

Recalling also its request in section II, paragraph 2, of its resolution 44/199 to the Commission, in full co-operation with the Board, to study the desirability of establishing a margin range between the pensionable remuneration of staff in the Professional and higher categories in the United Nations common system and staff in comparable grades in the comparator civil service,

Noting with satisfaction that the close co-operation between the Commission and the Board has resulted in agreement between the two bodies on the substantive issues involved in the determination of the scale of pensionable remuneration, as reflected in their respective reports,

Taking note of the views of the Commission and the Board on the desirability of a margin range for pensionable remuneration, as set out in paragraphs 33 to 37 of the report of the Commission 2/ and paragraphs 50 to 55 of the report of the Board, 1/

Recalling the criteria established by the General Assembly in section I of its resolution 41/208 for the determination of the scale of pensionable remuneration of staff in the Professional and higher categories,

1. Approves the recommendations made by the International Civil Service Commission and the United Nations Joint Staff Pension Board for the determination of the scale of pensionable remuneration of staff in the Professional and higher categories, for monitoring the level of the scale and for its adjustment in between comprehensive reviews, namely:

(a) That income replacement in New York should continue to be used as the basis of the methodology for the determination of pensionable remuneration of staff in the Professional and higher categories, bearing in mind the relationship between pensionable remuneration amounts for United Nations staff in the Professional and higher categories and for their counterparts in the United States federal civil service;

(b) That the methodology used to establish the 1 April 1987 scale of pensionable remuneration on the occasion of the previous comprehensive review should continue to be used;

(c) That the scale of staff assessment shown in annex III to the report of the Commission 2/ should be used for the determination of pensionable remuneration of staff in the Professional and higher categories;

(d) That the interim adjustment procedure, as amended by the General Assembly at its forty-fourth session, should be continued;

(e) That the procedure outlined in annex IV to the report of the Commission 2/ should be used for the calculation and reporting of the annual pensionable remuneration margin;

(f) That the income replacement ratios applicable over the three-year period ending on 31 December of the margin year should be calculated for both the comparator and the United Nations system and reported to the General Assembly;

(g) That, following the annual review of the pensionable remuneration margin and the income replacement ratios, the Commission and the Board should report and make their respective recommendations, as appropriate, to the General Assembly;

2. Amends, with effect from 1 January 1991, article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund, as set out in the annex to the present resolution;

3. Requests the Commission, in full co-operation with the Board, to undertake in 1995 a further comprehensive review of the methodology for the determination of the scale of pensionable remuneration of staff in the Professional and higher categories, for monitoring the level of the scale and for its adjustment between comprehensive reviews, and to submit recommendations thereon to the General Assembly at its fiftieth session;

II

PENSIONABLE REMUNERATION AND PENSIONS OF UNGRADED OFFICIALS

Taking note of the information provided in paragraphs 59 to 67 of the report of the United Nations Joint Staff Pension Board, 1/ and in annex IV thereto, on the pensionable remuneration and net remuneration of ungraded officials, including the executive heads of member organizations of the United Nations Joint Staff Pension Fund, and on the possible amendments to the Regulations of the Fund considered by the Board to cover such officials,

Noting that the International Civil Service Commission, in the light of the advisory opinion it had received from the United Nations Legal Counsel, concluded that it had neither the statutory authority nor the mandate from the General Assembly to address the matter of the pensionable remuneration of ungraded officials,

Believing that a common system approach should be used for the determination of the pensionable remuneration and pensions of all participants in the Fund, including ungraded officials,

1. Expresses concern at the divergent practices that have emerged since 1984 in the common system in respect of the pensionable remuneration of ungraded officials;

2. Requests the International Civil Service Commission, in full co-operation with the United Nations Joint Staff Pension Board, to review the methodology for the determination of the pensionable remuneration of ungraded officials, including the executive heads of member organizations, who are participants in the United Nations Joint Staff Pension Fund, and to submit recommendations thereon to the General Assembly at its forty-sixth session, and requests the Board to recommend consequential changes in the Regulations of the Fund;

3. Invites the governing bodies and executive heads of the member organizations of the Fund to co-operate with the Commission and the Board, taking account of the information contained in paragraphs 59 to 67 of the report of the Board, 1/ and in annex IV thereto;

III

PENSIONABLE REMUNERATION OF STAFF IN THE GENERAL SERVICE AND OTHER LOCALLY RECRUITED CATEGORIES

1. Takes note of the intention of the International Civil Service Commission to undertake, in 1991, in full co-operation with the United Nations Joint Staff Pension Board, a comprehensive review of the pensionable remuneration and consequent pensions of staff in the General Service and other locally recruited categories and of the arrangements, designed to ensure full co-operation in the conduct of the review, agreed upon by the Commission as set out in paragraphs 55 to 57 of its report 2/ and by the Board as set out in paragraphs 72 to 75 of its report; 1/

2. Requests the Commission, in full co-operation with the Board, to submit recommendations thereon to the General Assembly at its forty-sixth session;

IV

CHANGES IN THE PENSION ADJUSTMENT SYSTEM

1. Takes note of section III.E of the report of the United Nations Joint Staff Pension Board 1/ on the pension adjustment system, in particular of the modifications of that system considered by the Board, including the proposal of the International Telecommunication Union, for the determination of the initial local currency pension in the light of the expiration on 31 December 1990 of the interim measure approved by the General Assembly in its resolution 42/222 of 21 December 1987;

2. Takes note also of the arrangements made by the Board to continue, in 1991, its efforts to develop a long-term approach to the determination of the initial local currency pension;

3. Approves, with effect from 1 January 1991, the transitional measure recommended by the Board in paragraph 114 of its report, 1/ and the consequential change in the pension adjustment system, as set out in annex X to the report of the Board;

4. Also approves, with retroactive effect to 1 July 1990, the change in the pension adjustment system resulting from the introduction of a new salary structure for staff in the Professional and higher categories, as set out in annex X to the report of the Board; 1/

5. Requests the Board to give priority to the development of a long-term approach to the determination of initial local currency pensions, taking into account the observations made by the Advisory Committee on Administrative and Budgetary Questions in paragraphs 25 to 27 of its report 4/ and the need to safeguard the financial health of the United Nations Joint Staff Pension Fund while, at the same time, responding to the problems caused by the declining value of pensions in certain countries resulting from currency exchange rate fluctuations, and to submit recommendations on appropriate changes in the pension adjustment system to the General Assembly at its forty-sixth session;

6. Invites the governing bodies of the other member organizations of the Fund to refrain from seeking to establish for their staff, whether by provisions in their staff regulations or by other means, additional pension entitlements, as such action would be detrimental to the common system under which all staff should receive equal treatment, irrespective of their employing organization;

V

ASSISTANCE TO THE INTERNATIONAL LABOUR ORGANISATION IN IMPLEMENTING JUDGEMENT NO. 990 OF ITS ADMINISTRATIVE TRIBUNAL

1. Takes note of the information provided in paragraphs 188 and 189 of the report of the United Nations Joint Staff Pension Board 1/ on the International Labour Organisation Administrative Tribunal Judgement No. 990 [In re Cuvillier (No. 3)] and the request by the Director-General of the International Labour Organisation for assistance by the Board in implementing that judgement;

2. Concurs with the views of the Board, as set out in paragraph 190 of its report, 1/ that the assistance requested should be provided only if the conditions specified in that paragraph are met;

3. Urges the Governing Body of the International Labour Organisation, in considering possible amendments to article 3.1.1. of its Staff Regulations, to ensure that the text it eventually adopts corresponds to the provisions in the staff regulations of the other member organizations of the United Nations Joint Staff Pension Fund which define pensionable remuneration by direct reference to its definition in the Regulations of the Fund, so that pensionable remuneration would be defined uniformly for the staff of all the member organizations of the Fund;

READEX FICHE best copy available

VI

OTHER MATTERS

Takes note of the other matters considered in the report of the United Nations Joint Staff Pension Board; 1/

VII

INVESTMENTS OF THE UNITED NATIONS JOINT STAFF PENSION FUND

1. Takes note of the report of the Secretary-General on the investments of the United Nations Joint Staff Pension Fund; 3/

2. Requests Member States that do not now grant tax exemptions on investments of the Fund to make all possible efforts to permit such exemptions.

72nd plenary meeting
21 December 1990

ANNEX

Amendment to the Regulations of the United Nations Joint Staff Pension Fund

Article 54

Pensionable remuneration

Replace paragraph (b) by the following text:

"(b) In the case of participants in the Professional and higher categories, the pensionable remuneration effective 1 November 1990 shall be that set out in the appendix hereto. Thereafter, the scale of pensionable remuneration for such participants shall be adjusted as from the same date as the net remuneration amounts of officials in the Professional and higher categories in New York are adjusted. Such adjustment shall be by a uniform percentage equal to the variation in the net remuneration amounts, as determined by the International Civil Service Commission."

Appendix

SCALE OF PENSIONABLE REMUNERATION FOR STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES

(in United States dollars)

Effective 1 November 1990

| | S T E P S | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Level | I | II | III | IV | V | VI | VII | VIII | IX | X | XI | XII | XIII | XIV | XV |
| USG | 137 349 | | | | | | | | | | | | | | |
| ASG | 127 082 | | | | | | | | | | | | | | |
| D-2 | 106 311 | 108 863 | 111 269 | 113 766 | 116 320 | 118 931 | | | | | | | | | |
| D-1 | 93 733 | 95 857 | 98 025 | 100 151 | 102 326 | 104 483 | 106 571 | 108 701 | 110 873 | | | | | | |
| P-5 | 83 208 | 85 115 | 86 940 | 88 801 | 90 729 | 92 516 | 94 421 | 96 618 | 98 585 | 100 430 | 102 310 | 104 225 | 106 175 | | |
| P-4 | 68 407 | 70 219 | 72 022 | 73 739 | 75 607 | 77 404 | 79 231 | 81 256 | 83 115 | 85 087 | 86 402 | 88 263 | 90 164 | 92 106 | 94 090 |
| P-3 | 56 051 | 57 792 | 59 474 | 61 079 | 62 734 | 64 369 | 66 111 | 68 193 | 69 559 | 71 399 | 72 749 | 74 354 | 76 016 | 77 715 | 79 453 |
| P-2 | 45 302 | 46 750 | 48 121 | 49 590 | 51 058 | 52 397 | 53 856 | 55 567 | 57 188 | 58 652 | 59 788 | 60 947 | | | |
| P-1 | 35 525 | 36 744 | 37 824 | 38 925 | 40 139 | 41 228 | 42 533 | 44 234 | 45 669 | 46 978 | | | | | |

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/45/243
8 February 1991

Forty-fifth session
Agenda item 129 (a)

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/45/895)]

45/243. Financing of the United Nations Disengagement Observer Force

The General Assembly,

Having considered the report of the Secretary-General on the financing of the United Nations Disengagement Observer Force, 1/ and the related report of the Advisory Committee on Administrative and Budgetary Questions, 2/

Bearing in mind Security Council resolution 350 (1974) of 31 May 1974, by which the Council established the United Nations Disengagement Observer Force, and the subsequent resolutions by which the Council extended the mandate of the Force, the latest of which was resolution 679 (1990) of 30 November 1990,

Recalling its resolution 3211 B (XXIX) of 29 November 1974 on the financing of the United Nations Emergency Force and the United Nations Disengagement Observer Force and its subsequent resolutions thereon, the latest of which was resolution 44/187 of 21 December 1989,

Reaffirming its previous decisions regarding the fact that, in order to meet the expenditures caused by the United Nations Disengagement Observer Force, a different procedure is required from the one applied to meet expenditures of the regular budget of the United Nations,

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1/ A/45/716.

2/ See A/45/832.

Taking into account the fact that the economically more developed countries are in a position to make relatively larger contributions and that the economically less developed countries have a relatively limited capacity to contribute towards such operations involving heavy expenditures,

Bearing in mind the special responsibilities of the States permanent members of the Security Council, as indicated in General Assembly resolution 1874 (S-IV) of 27 June 1963, in the financing of such operations,

Noting with appreciation that voluntary contributions have been made to the United Nations Disengagement Observer Force by one Government,

Having regard to the financial position of the Special Account for the United Nations Emergency Force and the United Nations Disengagement Observer Force, as set forth in the report of the Secretary-General, and referring to paragraphs 16 to 18 and 27 of the report of the Advisory Committee,

Recognizing that, as a consequence of the withholding of contributions by certain Member States, the surplus balances in the Special Account for the United Nations Emergency Force and the United Nations Disengagement Observer Force have, in effect, been drawn upon to supplement the income received from contributions for meeting expenses of the Forces,

Mindful of the fact that it is essential to provide the United Nations Disengagement Observer Force with the necessary financial resources to enable it to fulfil its responsibilities under the relevant resolutions of the Security Council,

1. Decides to appropriate to the Special Account referred to in section II, paragraph 1, of General Assembly resolution 3211 B (XXIX) the amount of 20,208,000 United States dollars gross (19,698,000 dollars net) authorized and apportioned by the Assembly in paragraph 6 of its resolution 44/187 for the operation of the United Nations Disengagement Observer Force for the period from 1 June to 30 November 1990, inclusive;

2. Decides also to appropriate to the Special Account an amount of 20,679,000 dollars for the operation of the United Nations Disengagement Observer Force for the period from 1 December 1990 to 31 May 1991, inclusive;

3. Decides further, as an ad hoc arrangement, to apportion the amount of 20,679,000 dollars for the above-mentioned period among Member States, in accordance with the composition of groups set out in paragraphs 3 and 4 of General Assembly resolution 43/232 of 1 March 1989, as adjusted by the Assembly in its resolution 44/192 B of 21 December 1989, and taking into account the scale of assessments for the years 1989, 1990 and 1991; 3/

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3/ See resolution 43/223 A.

4. Decides that there shall be set off against the apportionment among Member States, as provided for in paragraph 3 of the present resolution, their respective share in the unencumbered balance of 887,000 dollars gross (765,000 dollars net) for the period from 1 December 1989 to 30 November 1990, inclusive;

5. Decides also that there shall be set off against the apportionment among Member States, as provided for in paragraph 3 of the present resolution, their respective share in the estimated income of 7,000 dollars other than staff assessment income approved for the period from 1 December 1990 to 31 May 1991, inclusive;

6. Decides further that, in accordance with the provisions of its resolution 973 (X) of 15 December 1955, there shall be set off against the apportionment among Member States, as provided for in paragraph 3 of the present resolution, their respective share in the Tax Equalization Fund of the estimated staff assessment income of 473,000 dollars approved for the period from 1 December 1990 to 31 May 1991, inclusive;

7. Decides that the surplus balance as at 31 December 1989 in the amount of 2,017,408 dollars shall be credited to Member States against their assessments in respect of such mandate periods as may be approved by the Security Council subsequent to 31 May 1991;

8. Authorizes the Secretary-General to enter into commitments for the United Nations Disengagement Observer Force at a rate not to exceed 3,446.500 dollars gross (3,366,500 dollars net) per month for the period from 1 June to 30 November 1991, inclusive, should the Security Council decide to continue the Force beyond the period of six months authorized under its resolution 679 (1990), the said amount to be apportioned among Member States in accordance with the scheme set out in the present resolution;

9. Decides that Liechtenstein shall be included in the group of Member States set out in paragraph 3 (b) of General Assembly resolution 43/232 and that its contribution to the United Nations Disengagement Observer Force shall be calculated in accordance with the provisions of the resolution to be adopted by the Assembly at its forty-fifth session regarding the scale of assessments; 4/

10. Decides also that Namibia shall be included in the group of Member States set out in paragraph 3 (d) of General Assembly resolution 43/232 and that its contribution to the United Nations Disengagement Observer Force shall be calculated in accordance with the provisions of the resolution to be adopted by the Assembly at its forty-fifth session regarding the scale of assessments; 4/

11. Decides further that, in accordance with regulation 5.2 (c) of the Financial Regulations of the United Nations, the contributions to the United

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4/ Resolution 45/256 B.

Nations Disengagement Observer Force until 30 November 1990 of the Member States referred to in paragraphs 9 and 10 of the present resolution shall be treated as miscellaneous income to be set off against the apportionments authorized in paragraph 3 of the present resolution;

12. Invites voluntary contributions to the United Nations Disengagement Observer Force in cash and in the form of services and supplies acceptable to the Secretary-General, to be administered, as appropriate, in accordance with the procedure established by the General Assembly in its resolution 44/192 A of 21 December 1989;

13. Requests the Secretary-General to take all necessary action to ensure that the United Nations Disengagement Observer Force is administered with a maximum of efficiency and economy.

72nd plenary meeting
21 December 1990